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ABSTRACT

This research brief provides information about faculty salaries and employment at North Carolina community colleges. Faculty are employees of the local community college whose salaries are funded primarily from State allocations. Salaries are affected by many factors, including the local labor market, local personnel policies, work assignments, the number of months employed, and performance. The North Carolina Community College System employed 4,221 full-time curriculum faculty in fall of 1998, an increase of 4.2% from the previous fall when 4,051 were employed. In 1998, 70% of the full-time faculty are employed on a 12-month basis, with an annual salary of $44,545; another 21% are employed as 9-month faculty, averaging $32,711; approximately 7% are on 10-month contracts with average salaries of $35,902; and those on 11-month contracts average $37,831. The 515 new faculty hired in 1998 have an average monthly salary of $3,038, much lower than the 1998 average monthly salary for faculty employed for both years. Faculty who leave the system, in some cases, earned higher salaries than those retained. Salaries of full-time permanent faculty who were employed the same number of months both in 1997-98 and 1998-99 were compared to determine the average increase in monthly salary. The increase averaged 5.03%. Relative to other states, North Carolina community college faculty earn monthly salaries that rank at the bottom. Additional statistics are available in the report. Contains 2 tables. (AMA)

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Research Brief:
Faculty Salaries and Employment

Planning and Research Section
North Carolina Community College System
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RESEARCH BRIEF

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FACULTY SALARIES AND EMPLOYMENT

North Carolina community college faculty are employees of the local community college whose salaries are funded primarily from State allocations. A few colleges have local faculty salary supplements, and a small number of faculty are paid from other sources, such as grants. Salaries are affected by many factors, a few of which are the local labor market, local personnel policies, work assignments, number of months employed, and performance. This research brief presents data for the last two years on the number of full-time faculty and average salaries based upon the Staff Information files submitted by the community colleges each fall.

The North Carolina Community College System employed 4,221 full-time curriculum faculty (including both permanent and temporary) in fall of 1998, an increase of 4.2% from the previous fall when 4,051 were employed.

Limiting the 1998 faculty population to full-time permanent faculty, the total number of faculty drops to 4,202. Of these faculty, 3,687 were employed as full-time permanent faculty in fall of 1997, for a one-year retention of 91.6%. The 515 new faculty hired in 1998 have an average monthly salary of $3,038, much lower than the 1998 average monthly salary of $3,659 for those faculty employed both years. There were 339 faculty who did not return in fall 1998 as full-time faculty in the community colleges. The fall 1997 data show that these faculty had an average monthly salary of $3,532 as compared to $3,492 for the 3,687 faculty who were retained. This analysis supports the hypothesis that faculty who leave the system, in some cases for retirement, earned higher salaries than those retained. It also shows that new faculty earn much lower salaries, on the average, than experienced faculty.

Table 1
Average Monthly Salary from State Funds for Full-Time, Curriculum Faculty Based on Employment Status in 1997-98 and 1998-99 With the North Carolina Community College System (Omitting Catawba Valley CC, Gaston College, Robeson CC Due to Incorrect Data)

	Number of Faculty	Average Monthly Salary, 1997-98	Average Monthly Salary, 1998-99
Left Faculty Employment after 1997-98	339	$3,532	—
New Faculty Hire in 1998-99	515	—	$3,038
Employed as Faculty Both Years	3,687	$3,492	$3,659

Salaries of full-time permanent faculty who were employed the same number of months both in 1997-98 and 1998-99 were compared to determine the average increase in monthly salary. When all sources of salary (local, Federal, State, etc.) are included, the average increase is 5.03%. When only State funds are included, the average increase is 4.92%. This analysis shows that, on the average, the community colleges gave more than the 3% legislative increase to those faculty who were retained from 1997 to 1998 and employed for the same number of months. (The bonuses are not included in the reported salaries.)

In 1998, 70% of the full-time faculty are employed on a 12-month basis, with an annual State salary of $44,545. Another 21% are employed as 9-month faculty, with an annual State salary of $32,711. Another 7.5% are on 10-month employment contracts, with an average State salary of $35,902, and the remaining are on 11-month contracts, at an average annual State salary of $37,831. (For the 5% of faculty with contracts having partial months, the length of employment is rounded to the nearest whole.)

Table 2
Average State Salaries for Full-time Faculty by Employment Period

Length of Employment	Number of Faculty, 1998-99	Percent of Total Faculty, 1998-99	1998-99 Average Annual State Salary	Percent of Instructional Unit Allotment of $42,201	Number Employed 1997 and 1998 for Same Number of Months	Average Percent Increase in Monthly Salary
9-month	891	21.1%	$32,711	77.5%	436	6.24%
10-month	316	7.5%	$35,902	85.1%	153	5.64%
11-month	69	1.6%	$37,831	89.6%	29	5.82%
12-month	2,945	69.8%	$44,545	105.6%	2,396	4.63%

When salaries for the 1998-99 year are converted to nine months for the purpose of comparing with the SREB states and with national data, the average North Carolina community college faculty earns $33,027 from all sources, an increase of $821 from the previous year. Relative to other states, North Carolina community college faculty earn monthly salaries that rank at the bottom. However, almost four in five of North Carolina community college faculty work more than nine months, increasing their **annual** earnings.

Source of data: Staff Information files submitted to the North Carolina Community College System Office. Data analysis by Research and Planning and Information Services sections.

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